

**2010 OE#3 NEGOTIATIONS
CITY PACKAGE PROPOSAL B***

TERM

Term: July 1, 2010 – June 30, 2011

PAY

Effective June 27, 2010, all classifications represented by OE#3 will be reduced by 5.00%. This will result in the top and bottom of the range of all classifications represented by OE#3 being 5.00% lower. All employees will receive a 5.00% base pay reduction.

FREEZING STEP INCREASES

As Proposed on March 10, 2010 (City Proposal #20)

HEALTH INSURANCE COST SHARING

As Proposed on March 10, 2010 (City Proposal #5)

HEALTH INSURANCE PLAN DESIGN

As Proposed on March 10, 2010 (City Proposal #6)

HEALTH DUAL COVERAGE

As Proposed on March 10, 2010 (City Proposal #7)

HEALTH INSURANCE- HEALTH IN LIEU

As Proposed on March 10, 2010 (City Proposal #8)

ELIGIBILITY OF OVERTIME

As Proposed on March 10, 2010 (City Proposal #10)

LEAVES OF ABSENCE

As Proposed on March 10, 2010 (City Proposal #12)

AGENCY FEE

As Proposed on March 10, 2010 (City Proposal #13)

VACATION PAY

As Proposed on March 10, 2010 (City Proposal #14)

SICK LEAVE PAYOFF

As Proposed on March 10, 2010 (City Proposal #15)

**2010 OE#3 NEGOTIATIONS
CITY PACKAGE PROPOSAL B***

MEDICAL VERIFICATION

As Proposed on March 10, 2010 (City Proposal #16)

RETIREMENT COST MITIGATION

As Proposed on April 14, 2010 (City Proposal #17 and 18)

DISABILITY LEAVE SUPPLEMENT

As Proposed on March 10, 2010 (City Proposal #22)

DLS- INELIGIBILITY AND DECLINE OF MODIFIED DUTY

As Proposed on March 10, 2010 (City Proposal #23)

RETIREMENT LANGUAGE CHANGES

As Proposed on March 10, 2010 (City Proposal #24)

SUBSTANCE ABUSE PROGRAM

As Proposed on March 10, 2010 (City Proposal #25)

HOUSEKEEPING

- Updating dates and outdated language/terms
- Incorporating existing language into the new contract

ADDITIONAL 5% TOTAL COMPENSATION REDUCTION

- Additional 5% reduction (TBD)

** This proposal is submitted in an attempt to reach a settlement. In the event the proposal is not accepted, the City reserves the right to modify, amend and/or add proposals.*